

CIVIL SERVICE COMMISSION

1. CIVIL SERVICE COMMISSION REGISTER NUMBER: 0207-13-3
2. FOR CIVIL SERVICE COMMISSION MEETING OF: August 5, 2013
3. CHECK ONE: CONSENT AGENDA
REGULAR AGENDA
4. SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE OF CALIFORNIA
5. RECOMMENDATION: ADOPT REPORT; TRANSMIT RATES TO THE RETIREMENT SYSTEM IN ACCORDANCE WITH CHARTER SECTION A8.590.1-A8.590-7; PROVIDE REPORT TO THE BOARD OF SUPERVISORS.
6. REPORT PREPARED BY: Rich David TELEPHONE NUMBER: 557-4965
7. NOTIFICATIONS: SEE ATTACHED
8. REVIEWED AND APPROVED FOR CIVIL SERVICE AGENDA:

HUMAN RESOURCES DIRECTOR:

Walter Collet

DATE:

7/23/13

9. SUBMIT THE ORIGINAL TIME-STAMPED COPY OF THIS FORM AND PERSONS TO BE NOTIFIED (SEE ITEM 7 ABOVE) ALONG WITH THE REQUIRED COPIES OF THE REPORT TO:

EXECUTIVE OFFICER
CIVIL SERVICE COMMISSION
25 VAN NESS, ROOM 720
SAN FRANCISCO, CA 94102

10. RECEIPT-STAMP THIS FORM IN THE "CSC RECEIPT STAMP" BOX TO THE RIGHT USING THE TIME-STAMP IN THE CSC OFFICE.

ATTACHMENT

CSC RECEIPT STAMP

NOTIFICATIONS:

Chief Joanne Hayes-White
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Rebecca Rhine
Executive Director
S.F. Municipal Executives Association
870 Market Street, Rm. 450
San Francisco, CA 94147-4146

Chief Gregory Suhr
San Francisco Police Department
850 Bryant Street
San Francisco, CA 94103

Martin Halloran, President
San Francisco Police Officers
Association
510 Seventh Street
San Francisco, CA 94103

Thomas P. O'Connor, President
San Francisco Firefighters, Local 798
1139 Mission Street
San Francisco, CA 94103

Steven Ponder
Classification & Compensation Manager
Department of Human Resources
One South Van Ness Avenue, 4th Floor
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Martin Gran
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One South Van Ness Avenue, 4th Floor
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Executive Director
Employee Retirement System
30 Van Ness Avenue, 3rd Floor
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Rich David
Sr. Administrative Analyst
Department of Human Resources
One South Van Ness Avenue, 4th Floor
San Francisco, CA 94103



Edwin M. Lee
Mayor

Micki Callahan
Human Resources Director

DATE: August 05, 2013

TO: The Honorable Civil Service Commission

FROM: Micki Callahan, Human Resources Director *MC*

SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE OF CALIFORNIA.

RECOMMENDATION: ADOPT REPORT; TRANSMIT RATES TO THE RETIREMENT SYSTEM IN ACCORDANCE WITH CHARTER SECTION A8.590-1 THROUGH A8.590-7. PROVIDE REPORT TO THE BOARD OF SUPERVISORS.

BACKGROUND AND ISSUES

In November 1990, the electorate passed Proposition D, which allows for collective bargaining to set wages and working conditions of the uniformed force of the Police and Fire Departments. Charter Sections A8.590-1 through A8.590-7 require that the rates of pay for retired Police Officers and Firefighters shall be based on rates that are not lower than the rates that would be established if Charter Section A8.405 were still in effect.

Per Section A8.405 of the Charter, the staff has surveyed rates of compensation paid to Police Officers and Firefighters in all cities of 350,000 population or more in the State of California, based on the 2010 federal decennial census. The cities used in the survey are Fresno, Long Beach, Los Angeles, Oakland, Sacramento, San Diego, and San Jose. Staff also surveyed compensation paid for police two-wheeled motorcycle duty in these same cities. The results of our survey are attached. Please note this survey reflects the Charter mandated jurisdictions. The City uses different, regional comparator jurisdictions for salary negotiations.

THE FINDINGS

As of July 1, 2013, the average maximum monthly wage for Police Officers in our survey is \$7,045 per month. This is \$2,302 less than the maximum monthly wage currently paid to San Francisco Police Officers. This average maximum monthly rate of \$7,045 is 32.67% below the \$9,347 maximum monthly rate for San Francisco Police Officers. The rates of pay for Police Department classes, if A8.405 were in effect, are shown in the tables following the survey results.

For Firefighters, the average maximum monthly rate in our survey, as of July 1, 2013, is \$6,502, or \$2,848 less than the maximum monthly rate paid to San Francisco Firefighters. Since the maximum monthly rate paid to San Francisco Firefighters has long been above the average of the surveyed cities, the A8.405 rates for Firefighters are based on the increase provided to the Police classes, according to A8.405(d). The

A8.405 rates of pay for Firefighter classes are shown in the tables following the survey results.

Since the Bureau of Labor Statistics changed the reporting period for the San Francisco metropolitan area Consumer Price Index from monthly to bimonthly, we can no longer report the March to March change as provided in the Charter. Therefore, the February CPI rates for San Francisco and the other surveyed cities are indicated in this report. The cost of living for San Francisco increased by 2.39% and the average increase in cost of living for cities surveyed was 2.23%. There is a 0.16% difference between the cost of living increase for San Francisco and the cost of living for the cities surveyed.

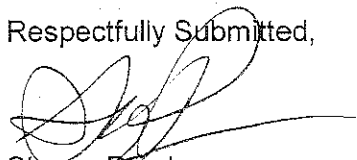
Section 4 E of the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association provides that "members assigned to the Motorcycle and Honda units shall continue to receive a premium in an amount in accord with current practice pursuant to Charter Section A8.405(b)." The survey results show the average monthly Motorcycle Pay for two-wheel motorcycle traffic duty is \$414 per month. The current rate being paid to San Francisco Police Officers is \$410 per month.

In conclusion, the collectively bargained monthly rates for the Police Officers and Firefighters exceed the average maximum monthly rates as defined by Charter Section A8.405.

RECOMMENDATION

It is recommended that the Civil Service Commission approve and transmit to the Retirement System and to the Board of Supervisors this survey of rates certified in the attached report in accordance with Charter Sections A8.405 and A8.590-1 through A8.590-7.

Respectfully Submitted,



Steven Ponder
Classification and
Compensation Manager

**City and County of San Francisco
POLICE OFFICER SALARY SURVEY**

Rates of Pay Effective July 1, 2013

City	Class Title	MC Pay*	Number of Positions	Monthly Salary	
				Minimum	Maximum
San Francisco	Police Officer	\$410	1,865	\$7,404	\$9,347
Fresno	Police Officer	\$275	605	\$4,973	\$6,348
Long Beach	Police Officer	\$350	644	\$5,845	\$7,237
Los Angeles	Police Officer	\$823	4,346	\$4,322	\$7,082
Oakland	Police Officer	\$409	636	\$5,837	\$8,175
Sacramento	Police Officer	---	504	\$4,955	\$6,025
San Diego	Police Officer	\$222	1,274	\$5,254	\$6,350
San Jose ¹	Police Officer	\$405	870	\$6,048	\$8,100
Average of Other Cities		\$414		\$5,319	\$7,045
* Two-Wheeled Motorcycle Pay					
San Francisco maximum rate exceeds the Average of Other Cities by:					32.67%

¹ Reflects San Jose's POA 6/26/11 negotiated 10% decrease

**City and County of San Francisco
FIREFIGHTER SALARY SURVEY**

Rates of Pay Effective July 1, 2013

City	Class Title	Number of Positions	Monthly Salary	
			Minimum	Maximum
San Francisco	Firefighter	935	\$6,678	\$9,349
Fresno	Firefighter	102	\$4,796	\$6,124
Long Beach	Firefighter	186	\$5,384	\$6,612
Los Angeles	Firefighter	1,918	\$5,634	\$7,014
Oakland	Firefighter	188	\$5,830	\$7,670
Sacramento	Firefighter	55	\$4,461	\$5,423
San Diego	Firefighter	248	\$4,392	\$5,300
San Jose	Firefighter	256	\$5,496	\$7,368
Average of Other Cities:			\$5,142	\$6,502
San Francisco maximum rate exceeds Average of Other Cities by:				43.80%

CONSUMER PRICE INDEX
Urban Wage Earners and Clerical Workers

City	February 2012*	February 2013*	Percent Increase
San Francisco	234.6	240.3	2.39%
Long Beach	227.6	233.0	2.37%
Los Angeles	227.6	233.0	2.37%
Oakland	234.6	240.3	2.39%
**San Diego	239.2	243.1	1.62%
San Jose	234.6	240.3	2.39%
The average cost of living in all other cities increased by:			2.23%
The cost of living in San Francisco increased by:			2.39%

Note:

The Bureau of Labor Statistics does not compile cost-of-living indexes for Sacramento and Fresno.

* The reporting period for the San Francisco-Oakland-San Jose metropolitan area changed several years ago from monthly to bi-monthly. The rates shown reflect the CPI in February of each year. To maintain consistency, the February CPI rates are indicated for Los Angeles and Long Beach.

** The Bureau of Labor Statistics publishes only a semi-annual rate for San Diego. As such, the CPI data listed for San Diego is the 2nd half of 2011 and the 2nd half of 2012, using Urban Wage Earners and Clerical Workers

A8.405 Rates of Pay for Police Classes

Effective Date	Percent increase	July 1, 2013	
		1.19%	
		Biweekly	Monthly
0390	Chief of Police	\$8,720	\$18,967
0395	Assistant Chief	\$7,742	\$16,839
0380	Inspector	\$3,762	\$8,182
0381	Inspector II	\$3,910	\$8,505
0382	Inspector III	\$3,988	\$8,674
0400	Deputy Chief	\$7,340	\$15,965
0401	Deputy Chief II	\$7,633	\$16,602
0402	Deputy Chief III	\$7,782	\$16,925
0488	Commander	\$5,966	\$12,977
0489	Commander II	\$6,205	\$13,495
0490	Commander III	\$6,325	\$13,756
Q 35	Assistant Inspector	\$3,476	\$7,560
Q 35	Assistant Inspector (with 2 years svc)	\$3,762	\$8,182
Q 36	Assistant Inspector II	\$3,615	\$7,862
Q 36	Assistant Inspector II (with 2 years svc)	\$3,910	\$8,505
Q 37	Assistant Inspector III	\$3,686	\$8,017
Q 37	Assistant Inspector III (with 2 years svc)	\$3,988	\$8,674
Q 50	Sergeant	\$3,762	\$8,182
Q 51	Sergeant II	\$3,910	\$8,505
Q 52	Sergeant III	\$3,988	\$8,674
Q 60	Lieutenant	\$4,295	\$9,342
Q 61	Lieutenant II	\$4,469	\$9,719
Q 62	Lieutenant III	\$4,554	\$9,904
Q 63	Criminologist	\$5,046	\$10,974
Q 80	Captain	\$5,046	\$10,974
Q 81	Captain II	\$5,246	\$11,410
Q 82	Captain III	\$5,349	\$11,635
Q 90	Dir, Police Psych	\$5,273	\$11,469
Q 2	Police Officer	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
		\$2,470	\$5,373
		\$2,804	\$6,099
		\$2,941	\$6,397
		\$3,087	\$6,714
		\$3,244	\$7,055
Q 3	Police Officer II	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
		\$2,569	\$5,588
		\$2,914	\$6,338
		\$3,059	\$6,653
		\$3,210	\$6,982
		\$3,372	\$7,335
Q 4	Police Officer III	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
		\$2,618	\$5,695
		\$2,969	\$6,458
		\$3,119	\$6,784
		\$3,271	\$7,115
		\$3,438	\$7,478

A8.405 Rates of Pay for Fire Classes

Effective Date	Percent increase	July 1, 2013	
		1.19%	
		Biweekly	Monthly
0140	Chief of Department	\$8,720	\$18,967
0150	Deputy Chief of Department	\$7,340	\$15,965
H 51	Assistant Deputy Chief II	\$5,968	\$12,980
H 53	Emergency Medical Services Chief	\$5,968	\$12,980
H 4	Inspector, Bureau of Fire Prevention and Public Safety	\$3,879	\$8,436
H 6	Investigator, Bureau of Fire Investigation	\$3,879	\$8,436
H 10	Chief's Operator	\$3,530	\$7,678
H 16	Technical Training Specialist	\$3,759	\$8,175
H 18	Coordinator of Community Service	\$3,759	\$8,175
H 19	Operations-Training Supervisor, Airport	\$3,759	\$8,175
H 20	Lieutenant	\$3,763	\$8,184
H 22	Lieutenant, Bureau of Fire Prevention and Public Safety	\$4,250	\$9,244
H 24	Lieutenant, Bureau of Fire Investigation	\$4,250	\$9,244
H 28	Lieutenant, Division of Training	\$4,295	\$9,342
H 30	Captain	\$4,296	\$9,344
H 32	Captain, Bureau of Fire Prevention and Public Safety	\$4,858	\$10,567
H 33	EMS Captain	\$4,296	\$9,344
H 39	Captain, Division of Training	\$5,159	\$11,221
H 40	Battalion Chief	\$5,161	\$11,225
H 43	EMS Section Chief	\$5,161	\$11,225
H 50	Assistant Chief of Department	\$5,966	\$12,977
H110	Marine Engineer of Fire Boats	\$4,295	\$9,342
H120	Pilot of Fire Boats	\$4,295	\$9,342
H 2	Firefighter		
		Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		\$2,470	\$5,373
		1st year	2nd year
		\$2,804	\$6,099
		2nd year	3rd year
		\$2,941	\$6,397
		3rd year	4th year
		\$3,087	\$6,714
		4th year	5th year
		\$3,244	\$7,055
H 3	Firefighter/Paramedic	\$3,747	\$8,150

A8.405 Rates of Pay for Abolished Police and Fire Classes

Effective Date	<u>July 1, 2013</u>
Percent increase	1.19%
	Biweekly Monthly

Police Department

0360	Chief of Inspectors	\$7,340	\$15,965
0420	Department Secretary	\$5,966	\$12,977
0460	Secretary, Police Commission	\$4,295	\$9,342
0470	Supervising Captain	\$5,966	\$12,977
0480	Director of Traffic	\$7,340	\$15,965
0485	Supervising Captain of Patrol	\$5,966	\$12,977
0490	Captain of Traffic	\$5,421	\$11,791
0520	Police Surgeon	\$3,244	\$7,055
Q20	Police Woman		
	Pre- <u>7/1/1996</u>		
	7/1/96 to present		
	-- 1st year	\$2,470	\$5,373
	1st year 2nd year	\$2,804	\$6,099
	2nd year 3rd year	\$2,941	\$6,397
	3rd year 4th year	\$3,087	\$6,714
	4th year 5th year	\$3,244	\$7,055

Fire Department

0145	Assistant Deputy Chief	\$7,339	\$15,963
0155	Secretary to the Chief of Department	\$5,775	\$12,561
H 17	Medical Coordinator	\$3,759	\$8,175
H 29	Special Svcs. Officer	\$4,295	\$9,342